

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: ACCOUNTANT

ACCOUNTANT

		SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
AGENCY	POSITION	EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Alameda	Accountant II	9/10/00	5,404	0.0%	8.305%	8.305%	0.0%	0.00%	8.305%	448.80	632.25	In Med	NP	3.75	In Med	14.75	1,099.55	6,503.55 Low	
Fremont	Accountant	7/1/01	6,222	0.0%	6.858%	6.858%	0.0%	0.00%	6.858%	426.70	650.00	In Med	In Med	3.00	21.00	0.00	1,100.70	7,322.70	
Milpitas	Accountant	7/2/00	5,914	0.0%	6.542%	6.542%	0.0%	1.27%	7.812%	462.00	525.75	125.00	17.40	4.50	10.80	17.50	1,162.95	7,076.95	
Mountain View	Accountant II	6/25/00	5,520	0.0%	6.463%	6.463%	0.0%	0.00%	6.463%	356.76	654.47	155.50	8.08	7.45	66.24	43.06	1,291.56	6,811.56	
Palo Alto	Staff Accountant	7/1/00	5,142	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	744.36	939.00	122.44	10.50	2.70	15.43	40.62	1,875.05	7,017.05	
Richmond	Accountant II	1/1/01	5,111	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	783.21	558.08	82.47	15.74	3.00	10.20	77.00	1,529.70	6,640.70	
San Leandro	Accountant I	3/1/01	5,111	7.0%	7.019%	14.019%	6.2%	0.00%	20.219%	1033.39	596.62	In Med	NP	3.62	8.80	15.84	1,658.27	6,769.27	
San Mateo	Accountant II	9/17/00	5,138	7.0%	6.606%	13.606%	6.2%	0.00%	19.806%	1017.63	530.00	80.74	18.43	3.00	12.50	17.98	1,680.28	6,818.28	
Santa Clara	Accountant	12/24/00	6,210	0.0%	6.526%	6.526%	6.2%	0.00%	12.726%	790.28	462.63	60.45	NP	5.50	5.85	40.95	1,365.66	7,575.66	
Market Average Salary:			5,530														Market Average Total Compensation:	6,948.41	
Sunnyvale Total Compensation (Current)		6/25/00	5,257	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	721.36	626.08	In Med	In Med	In Med	15.36	32.07	1,394.87	6,651.44	
Market Adjusted Sunnyvale Total Compensation			5,625	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	771.97	626.08	In Med	In Med	In Med	16.32	34.31	1,448.69	7,074.06	
Final Sunnyvale Total Compensation		7/1/01	5,587	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	766.66	626.08	In Med	In Med	In Med	16.32	34.08	1,443.14	7,029.83	

0.00

Market Average Total Compensation:				6,948.41
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)				7,004.02
Sunnyvale Total Compensation (Current):				6,651.44
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):				1%
Market Average Total Compensation + % Adjustment:				7,074.06
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:				422.62
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:				7.02%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):				-0.74%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:				6.28%
Current Annual Salary:	63,078.91	Final Annual Salary:	67,040.27	Difference: 3,961.36
Current Monthly Salary:	5,256.58	Final Monthly Salary:	5,586.69	Difference: 330.11
Current Hourly Salary:	30.3264	Final Hourly Salary:	32.2309	Difference: 1.9045

Notes:

- Milpitas - The salary (\$5795) reported in the 7/2000 survey was incorrect. The correct salary is \$5914.
- Milpitas - MOU expired 6/30/01. Negotiations are still in progress. This also applies to the City classes in the Associate Planner, Building Inspector/Coordinator, Civil Engineer, Leisure Services Coordinator I and Staff Office Assistant arrays.
- Milpitas - Except for normal cost, social security and EAP, all other data presented are effective 7/2000 pending contract negotiations. MOU expired 6/30/01.
- Mountain View - The next salary adjustment is currently unknown. This also applies to the City classes in the Administrative Aide, Associate Planner, Civil Engineer, Hazardous Materials Inspector, Leisure Services Coordinator I and Librarian arrays.
- Palo Alto - The next salary adjustment is currently unknown. This also applies to the City classes in the Administrative Aide and Senior Programmer Analyst arrays.
- Richmond - The 7/1/00 reopen resulted in a 3% salary increase effective 1/1/01. MOU expired 6/30/01. Negotiations are still in progress. This also applies to the Bldg Ins/Coord, Emp Dev Aide, Equip Mechanic, Librarian, Staff Office Asst. and Util Worker arrays.
- San Mateo - Effective 9/17/00, the City began paying the employee's PERS contribution and reduced salaries by the same amount. This also applies to the City classes in the Administrative Aide and Programmer Analyst arrays.

ADMINISTRATIVE AIDE

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: ADMINISTRATIVE AIDE

		SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
AGENCY	POSITION	EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Alameda	Management Analyst	9/10/00	5,326	0.0%	8.305%	8.305%	0.0%	0.00%	8.305%	442.32	632.25	In Med	NP	3.75	In Med	14.75	1,093.07	6,419.07	
Fremont	Management Analyst I	7/1/01	5,120	0.0%	6.858%	6.858%	0.0%	0.00%	6.858%	351.13	650.00	In Med	In Med	3.00	21.00	0.00	1,025.13	6,145.13	
Hayward	Administrative Analyst I	7/1/01	4,696	7.0%	6.405%	13.405%	0.0%	1.79%	15.197%	713.65	939.00	103.95	18.46	3.59	15.22	30.99	1,824.86	6,520.86	
Milpitas	Administrative Analyst I	7/2/00	5,408	0.0%	6.542%	6.542%	0.0%	1.39%	7.932%	428.96	525.75	125.00	17.40	4.50	10.80	17.50	1,129.91	6,537.91	
Mountain View	Administrative Analyst I	6/25/00	5,127	0.0%	6.463%	6.463%	0.0%	0.00%	6.463%	331.36	654.47	155.50	8.08	7.45	61.52	39.99	1,258.37	6,385.37	
Palo Alto	Management Analyst	7/1/00	4,645	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	672.41	939.00	122.44	10.50	2.70	13.94	36.70	1,797.69	6,442.69	
Richmond	Assistant Administrative Analyst	10/1/00	4,228	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	647.90	558.08	82.47	15.74	3.00	34.50	65.11	1,406.80	5,634.80 Low	
San Mateo	Management Analyst I	9/17/00	4,881	7.0%	6.606%	13.606%	6.2%	0.00%	19.806%	966.73	530.00	80.74	18.43	3.00	12.50	17.08	1,628.48	6,509.48	
Market Average Salary:			4,929														Market Average Total Compensation:	6,324.41	
Sunnyvale Total Compensation (Current)		6/25/00	4,658	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	639.22	626.08	In Med	In Med	In Med	13.44	28.41	1,307.15	5,965.14	
Market Adjusted Sunnyvale Total Compensation			5,113	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	701.70	626.08	In Med	In Med	In Med	14.88	31.19	1,373.85	6,487.16	
Final Sunnyvale Total Compensation		7/1/01	5,079	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	697.00	626.08	In Med	In Med	In Med	14.64	30.98	1,368.70	6,447.77	

0.00

Market Average Total Compensation:	6,324.41	
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	6,422.93	
Sunnyvale Total Compensation (Current):	5,965.14	
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%	
Market Average Total Compensation + % Adjustment:	6,487.16	
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	522.02	
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	9.78%	
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%	
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	9.04%	
Current Annual Salary: 55,895.84	Final Annual Salary: 60,948.82	Difference: 5,052.98
Current Monthly Salary: 4,657.99	Final Monthly Salary: 5,079.07	Difference: 421.08
Current Hourly Salary: 26.8730	Final Hourly Salary: 29.3023	Difference: 2.4293

Note:
Fremont - Title change from Administrative Analyst I.
Milpitas - The next salary adjustment is currently unknown. This also applies to the City's Buyer classification.
Palo Alto - A title change from Management Assistant.

ASSOCIATE PLANNER

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: ASSOCIATE PLANNER

AGENCY	POSITION	SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
		EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Fremont	Associate Planner	7/1/01	6,355	0.0%	6.858%	6.858%	0.0%	0.00%	6.858%	435.83	603.81	114.60	0.00	3.00	9.45	0.00	1,166.69	7,521.69	
Hayward	Associate Planner	10/1/00	5,841	7.0%	6.405%	13.405%	0.0%	1.44%	14.846%	867.14	525.75	103.95	18.46	3.59	8.10	0.00	1,526.99	7,367.99	
Milpitas	Associate Planner	7/2/00	6,865	0.0%	6.542%	6.542%	0.0%	1.09%	7.632%	523.94	525.75	125.00	17.40	4.50	10.80	13.00	1,220.39	8,085.39	
Mountain View	Associate Planner	6/25/00	5,946	0.0%	6.463%	6.463%	0.0%	0.00%	6.463%	384.29	654.47	155.50	8.08	7.45	71.35	46.38	1,327.52	7,273.52 Low	
Palo Alto	Planner	5/1/01	5,874	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	850.32	939.00	122.44	10.50	2.70	17.62	11.17	1,953.75	7,827.75	
Richmond	Associate Planner	10/1/00	5,916	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	906.57	558.08	82.47	15.74	3.00	48.27	91.11	1,705.24	7,621.24	
San Leandro	Planner II	3/1/01	6,181	7.0%	7.019%	14.019%	6.2%	0.00%	20.219%	1249.74	596.62	In Med	NP	3.62	8.80	19.16	1,877.94	8,058.94	
San Mateo	Associate Planner	9/3/00	5,626	7.0%	6.606%	13.606%	6.2%	0.00%	19.806%	1114.29	530.00	80.63	18.43	3.00	12.50	19.69	1,778.54	7,404.54	
Santa Clara	Associate Planner	12/24/00	7,028	0.0%	6.526%	6.526%	5.91%	0.00%	12.436%	874.00	462.63	60.45	NP	5.50	5.85	40.95	1,449.38	8,477.38	
Market Average Salary:			6,181														Market Average Total Compensation:	7,737.60	
Sunnyvale Total Compensation (Current)		6/25/00	5,908	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	810.81	626.08	In Med	In Med	In Med	17.04	36.04	1,489.97	7,398.37	
Market Adjusted Sunnyvale Total Compensation			6,323	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	867.70	626.08	In Med	In Med	In Med	18.24	38.57	1,550.59	7,873.57	
Final Sunnyvale Total Compensation		7/1/01	6,279	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	861.73	626.08	In Med	In Med	In Med	18.24	38.30	1,544.35	7,823.80	

0.00

Market Average Total Compensation:					7,737.60
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)					7,795.61
Sunnyvale Total Compensation (Current):					7,398.37
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):				1%	
Market Average Total Compensation + % Adjustment:					7,873.57
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:					475.20
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:					7.02%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):					-0.74%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:					6.28%
Current Annual Salary:	70,900.75	Final Annual Salary:	75,353.32	Difference:	4,452.57
Current Monthly Salary:	5,908.40	Final Monthly Salary:	6,279.44	Difference:	371.05
Current Hourly Salary:	34.0869	Final Hourly Salary:	36.2276	Difference:	2.1407

Note:
San Leandro - A title change from Associate City Planner.

BUILDING INSPECTOR/COORDINATOR

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: BUILDING INSPECTOR/COORDINATOR

		SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
AGENCY	POSITION	EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Fremont	See attached worksheet for title	7/1/01	5,860	0.0%	6.858%	6.858%	0.0%	0.00%	6.858%	401.88	603.81	114.60	0.00	3.00	9.45	0.00	1,132.74	6,992.74	
Hayward	See attached worksheet for title	10/1/00	5,293	7.0%	6.405%	13.405%	0.0%	1.59%	14.995%	793.68	525.75	103.95	18.46	3.59	8.10	0.00	1,453.53	6,746.53 Low	
Milpitas	See attached worksheet for title	7/2/00	6,399	0.0%	6.542%	6.542%	0.0%	1.17%	7.712%	493.49	525.75	125.00	17.40	4.50	10.80	13.00	1,189.94	7,588.94	
Mountain View	See attached worksheet for title	6/24/01	6,061	0.0%	6.463%	6.463%	0.0%	0.00%	6.463%	391.72	773.17	147.18	8.08	7.45	72.73	47.28	1,447.61	7,508.61	
Palo Alto	See attached worksheet for title	5/1/01	5,724	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	828.61	939.00	122.44	10.50	2.70	17.17	11.17	1,931.59	7,655.59	
Richmond	See attached worksheet for title	1/1/01	5,418	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	830.25	558.08	82.47	15.74	3.00	10.20	77.00	1,576.74	6,994.74	
San Leandro	See attached worksheet for title	3/1/01	5,388	7.0%	7.019%	14.019%	6.2%	0.00%	20.219%	1089.40	596.62	In Med	NP	3.62	8.80	16.70	1,715.14	7,103.14	
San Mateo	See attached worksheet for title	9/3/00	5,820	7.0%	6.606%	13.606%	6.2%	0.00%	19.806%	1152.71	530.00	80.63	18.43	3.00	12.50	20.37	1,817.64	7,637.64	
Santa Clara	See attached worksheet for title	12/24/00	7,303	0.0%	6.526%	6.526%	5.68%	0.00%	12.206%	891.40	462.63	60.45	NP	5.50	5.85	40.95	1,466.78	8,769.78	
Market Average Salary:			5,918														Market Average Total Compensation:	7,444.19	
Sunnyvale Total Compensation (Current)		6/25/00	5,602	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	768.73	626.08	In Med	In Med	In Med	16.32	34.17	1,445.30	7,047.09	
Market Adjusted Sunnyvale Total Compensation			6,090	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	835.73	626.08	In Med	In Med	In Med	17.76	37.15	1,516.72	7,606.71	
Final Sunnyvale Total Compensation		7/1/01	6,049	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	830.08	626.08	In Med	In Med	In Med	17.52	36.90	1,510.58	7,559.39	

(0.00)

Market Average Total Compensation:	7,444.19				
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	7,531.40				
Sunnyvale Total Compensation (Current):	7,047.09				
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%				
Market Average Total Compensation + % Adjustment:	7,606.71				
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	559.62				
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	8.72%				
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%				
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	7.98%				
Current Annual Salary:	67,221.44	Final Annual Salary:	72,585.71	Difference:	5,364.27
Current Monthly Salary:	5,601.79	Final Monthly Salary:	6,048.81	Difference:	447.02
Current Hourly Salary:	32.3180	Final Hourly Salary:	34.8970	Difference:	2.5790

Note:
Santa Clara - The Building Inspector class used in the 7/00 survey is currently inactive.

BUYER

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: BUYER

AGENCY	POSITION	SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
		EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Milpitas	Buyer	7/2/00	5,738	0.0%	6.542%	6.542%	0.0%	1.31%	7.852%	450.55	525.75	125.00	17.40	4.50	10.80	17.50	1,151.50	6,889.50	
Palo Alto	Buyer	5/1/01	4,781	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	692.10	939.00	122.44	10.50	2.70	14.34	11.17	1,792.25	6,573.25	
Santa Clara	Buyer	12/24/00	6,358	0.0%	6.526%	6.526%	6.2%	0.00%	12.726%	809.12	462.63	60.45	NP	5.50	5.85	40.95	1,384.50	7,742.50	
Market Average Salary:			5,626														Market Average Total Compensation: 7,068.41		
Sunnyvale Total Compensation (Current)		6/25/00	5,389	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	739.58	626.08	In Med	In Med	In Med	15.60	32.88	1,414.14	6,803.50	
Market Adjusted Sunnyvale Total Compensation			5,682	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	779.75	626.08	In Med	In Med	In Med	16.56	34.66	1,457.05	7,139.10	
Final Sunnyvale Total Compensation		7/1/01	5,642	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	774.27	626.08	In Med	In Med	In Med	16.32	34.42	1,451.09	7,093.21	

(0.00)

Market Average Total Compensation:	7,068.41
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	7,068.41
Sunnyvale Total Compensation (Current):	6,803.50
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%
Market Average Total Compensation + % Adjustment:	7,139.10
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	335.59
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	5.43%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	4.69%
Current Annual Salary:	64,672.40
Final Annual Salary:	67,705.54
Difference:	3,033.14
Current Monthly Salary:	5,389.37
Final Monthly Salary:	5,642.13
Difference:	252.76
Current Hourly Salary:	31.0925
Final Hourly Salary:	32.5507
Difference:	1.4582

CIVIL ENGINEER

CITY OF SUNNYVALE SURVEY
EMPLOYEE ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: CIVIL ENGINEER

		SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
AGENCY	POSITION	EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Alameda	Associate Civil Engineer	4/1/01	6,092	0.0%	8.305%	8.305%	0.0%	0.00%	8.305%	505.94	613.83	In Med	NP	3.75	In Med	14.75	1,138.27	7,230.27 Low	
Fremont	Associate Civil Engineer	7/1/01	7,370	0.0%	6.858%	6.858%	0.0%	0.00%	6.858%	505.43	665.00	In Med	0.00	3.00	10.50	0.00	1,183.93	8,553.93	
Hayward	Associate Civil Engineer	10/1/00	6,169	7.0%	6.405%	13.405%	0.0%	1.36%	14.769%	911.10	525.75	103.95	18.46	3.59	8.10	0.00	1,570.95	7,739.95	
Milpitas	Associate Civil Engineer	7/2/00	7,583	0.0%	6.542%	6.542%	0.0%	0.99%	7.532%	571.15	525.75	125.00	17.40	4.50	10.80	13.00	1,267.60	8,850.60	
Mountain View	Associate Engineer (Civil)	6/25/00	6,564	0.0%	6.463%	6.463%	0.0%	0.00%	6.463%	424.23	654.47	155.50	8.08	7.45	78.77	51.20	1,379.70	7,943.70	
Palo Alto	Engineer	5/1/01	6,597	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	954.98	939.00	122.44	10.50	2.70	19.79	11.17	2,060.58	8,657.58	
Richmond	Associate Civil Engineer	10/1/00	5,596	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	857.53	558.08	82.47	15.74	3.00	45.66	86.18	1,648.66	7,244.66	
San Leandro	Associate Engineer	3/1/01	6,262	7.0%	7.019%	14.019%	6.2%	0.00%	20.219%	1266.11	596.62	In Med	NP	3.62	8.80	19.41	1,894.56	8,156.56	
San Mateo	Associate Engineer	9/3/00	6,380	7.0%	6.606%	13.606%	6.2%	0.00%	19.806%	1263.62	530.00	80.63	18.43	3.00	12.50	22.33	1,930.51	8,310.51	
Santa Clara	Civil Engineer II	12/24/00	7,267	0.0%	6.526%	6.526%	5.72%	0.00%	12.246%	889.92	1,136.11	81.00	In Med	5.50	19.50	NP	2,132.03	9,399.03	
Market Average Salary:			6,588														Market Average Total Compensation:		8,208.68
Sunnyvale Total Compensation (Current)		6/25/00	6,332	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	868.92	626.08	In Med	In Med	In Med	18.24	38.62	1,551.87	7,883.73	
Market Adjusted Sunnyvale Total Compensation			6,783	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	930.78	626.08	In Med	In Med	In Med	19.68	41.37	1,617.92	8,400.57	
Final Sunnyvale Total Compensation		7/1/01	6,736	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	924.36	626.08	In Med	In Med	In Med	19.44	41.09	1,610.97	8,346.81	

(0.00)

Market Average Total Compensation:	8,208.68	
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	8,317.39	
Sunnyvale Total Compensation (Current):	7,883.73	
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%	
Market Average Total Compensation + % Adjustment:	8,400.57	
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	516.83	
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	7.12%	
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%	
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	6.38%	
Current Annual Salary: 75,982.40	Final Annual Salary: 80,830.08	Difference: 4,847.68
Current Monthly Salary: 6,331.87	Final Monthly Salary: 6,735.84	Difference: 403.97
Current Hourly Salary: 36.5300	Final Hourly Salary: 38.8606	Difference: 2.3306

EMPLOYMENT DEVELOPMENT AIDE

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: EMPLOYMENT DEVELOPMENT AIDE

		SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
AGENCY	POSITION	EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Alameda County	Career Development Specialist I	7/8/01	4,468	0.0%	11.130%	11.130%	6.2%	0.00%	17.330%	774.30	543.36	99.78	6.25	0.00	7.74	0.00	1,431.43	5,899.43	
Richmond	Employment Program Specialist II	1/1/01	4,131	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	633.03	558.08	82.47	15.74	3.00	10.20	63.62	1,366.14	5,497.14	
San Francisco	Employment and Training Specialist II	7/1/01	4,935	7.5%	6.320%	13.820%	6.2%	0.00%	20.020%	987.99	492.92	92.77	In Med	1.20	0.00	16.78	1,591.66	6,526.66	
San Mateo County	Employment Services Specialist II	10/15/00	4,230	0.0%	11.870%	11.870%	6.2%	0.00%	18.070%	764.36	588.17	64.24	13.69	0.00	7.41	16.56	1,454.43	5,684.43	
Santa Clara County	Employment Counselor	7/9/01	5,292	7.0%	6.722%	13.722%	6.2%	0.00%	19.922%	1054.27	584.35	93.02	10.14	1.67	5.24	0.00	1,748.69	7,040.69	
Market Average Salary:			4,611														Market Average Total Compensation:		6,129.67
Sunnyvale Total Compensation (Current)		6/25/00	4,466	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	612.83	626.08	In Med	In Med	In Med	12.96	27.24	1,279.11	5,744.82	
Market Adjusted Sunnyvale Total Compensation			4,855	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	666.24	626.08	In Med	In Med	In Med	14.16	29.61	1,336.09	6,190.97	
Final Sunnyvale Total Compensation		7/1/01	4,822	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	661.67	626.08	In Med	In Med	In Med	13.92	29.41	1,331.08	6,152.71	

(0.00)

Market Average Total Compensation:	6,129.67				
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	6,129.67				
Sunnyvale Total Compensation (Current):	5,744.82				
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%				
Market Average Total Compensation + % Adjustment:	6,190.97				
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	446.15				
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	8.71%				
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%				
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	7.97%				
Current Annual Salary:	53,588.50	Final Annual Salary:	57,859.50	Difference:	4,271.00
Current Monthly Salary:	4,465.71	Final Monthly Salary:	4,821.62	Difference:	355.92
Current Hourly Salary:	25.7637	Final Hourly Salary:	27.8171	Difference:	2.0534

Notes:
San Francisco - Normal Cost reported is for SEFERS. This class is in a bargaining unit which is not under PERS.

ENVIRONMENTAL CHEMIST II

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: ENVIRONMENTAL CHEMIST II

		SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
AGENCY	POSITION	EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Hayward	Laboratory Technician	10/1/00	4,401	7.0%	6.405%	13.405%	0.0%	1.91%	15.317%	674.10	525.75	103.95	18.46	3.59	8.10	0.00	1,333.95	5,734.95	
Palo Alto	Chemist	5/1/01	5,541	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	802.12	939.00	122.44	10.50	2.70	16.62	11.17	1,904.55	7,445.55	
San Jose	Chemist	6/24/01	5,657	0.0%	11.070%	11.070%	0.0%	0.00%	11.070%	626.23	428.69	100.17	0.00	3.72	6.42	0.00	1,165.23	6,822.23	
Dublin/San Ramon Services District	Environmental Chemist II	1/1/01	5,305	7.0%	6.426%	13.426%	9.3%	0.00%	22.726%	1205.61	939.00	138.29	28.96	8.53	39.40	41.80	2,401.59	7,706.59	
Union Sanitary District	Laboratory Analyst III	3/1/01	5,285	7.0%	6.108%	13.108%	0.0%	0.00%	13.108%	692.76	670.00	In Med	In Med	n.a.	7.25	82.50	1,452.51	6,737.51	
Market Average Salary:			5,238														Market Average Total Compensation:		6,889.37
Sunnyvale Total Compensation (Current)		6/25/00	5,250	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	720.52	626.08	In Med	In Med	In Med	15.36	32.03	1,393.99	6,644.47	
Market Adjusted Sunnyvale Total Compensation			5,524	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	758.10	626.08	In Med	In Med	In Med	16.08	33.70	1,433.96	6,958.26	
Final Sunnyvale Total Compensation		7/1/01	5,486	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	752.80	626.08	In Med	In Med	In Med	15.84	33.46	1,428.18	6,913.88	

0.00

Market Average Total Compensation:	6,889.37
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	6,889.37
Sunnyvale Total Compensation (Current):	6,644.47
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%
Market Average Total Compensation + % Adjustment:	6,958.26
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	313.79
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	5.22%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	4.48%
Current Annual Salary:	63,005.70
Final Annual Salary:	65,828.35
Difference:	2,822.66
Current Monthly Salary:	5,250.47
Final Monthly Salary:	5,485.70
Difference:	235.22
Current Hourly Salary:	30.2912
Final Hourly Salary:	31.6482
Difference:	1.3570

Notes:

Dublin/San Ramon Services District - The District also pays 50% of the employee's share of Social Security.
San Jose - The 6/24/01 salary was computed by the Service. The salary reported (\$5,537) on the 7/00 survey was incorrect. Correct salary was \$5,337. The EAP, Dental and LTD rates are effective 7/2000 pending a response from the City.
Union Sanitary District - The salary reported (\$5,661) on the 7/00 survey was incorrect as that salary was for the Chemist classification.

EQUIPMENT MECHANIC

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: EQUIPMENT MECHANIC

AGENCY	POSITION	SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
		EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Alameda	Fleet Mechanic	4/1/01	4,623	0.0%	8.305%	8.305%	0.0%	0.00%	8.305%	383.94	613.83	In Med	NP	3.75	In Med	14.75	1,016.27	5,639.27 Low	
Fremont	Heavy Equipment Mechanic	7/1/01	5,056	0.0%	6.858%	6.858%	0.0%	0.00%	6.858%	346.74	733.00	In Med	In Med	3.00	6.30	0.00	1,089.04	6,145.04	
Hayward	Equipment Mechanic II	4/23/01	4,567	7.0%	6.405%	13.405%	0.0%	1.84%	15.248%	696.36	939.00	103.95	16.05	3.59	4.05	NP	1,763.00	6,330.00	
Milpitas	Vehicle Maintenance Worker II	7/1/01	5,292	0.0%	6.542%	6.542%	0.0%	0.00%	6.542%	346.20	506.87	125.00	NP	4.50	10.80	17.50	1,010.87	6,302.87	
Mountain View	Equipment Mechanic II	6/24/01	5,068	0.0%	6.463%	6.463%	0.0%	0.00%	6.463%	327.54	773.17	147.18	8.08	7.45	60.82	39.53	1,363.77	6,431.77	
Palo Alto	Motorized Equipment Mechanic	5/1/01	4,600	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	665.90	939.00	122.44	10.50	2.70	13.80	11.17	1,765.51	6,365.51	
Richmond	Combination Equipment Mechanic	1/1/01	4,383	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	671.65	558.08	82.47	15.74	3.00	10.20	67.50	1,408.64	5,791.64	
San Leandro	Equipment Mechanic	3/1/01	4,568	7.0%	7.019%	14.019%	6.2%	0.00%	20.219%	923.60	596.62	In Med	NP	3.62	8.80	14.16	1,546.80	6,114.80	
Santa Clara	Automotive Technician III	12/24/00	5,438	0.0%	6.526%	6.526%	6.2%	0.00%	12.726%	692.04	462.63	193.72	NP	5.50	7.80	41.40	1,403.09	6,841.09	
Market Average Salary:			4,844														Market Average Total Compensation:	6,218.00	
Sunnyvale Total Compensation (Current)		6/25/00	4,560	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	625.75	626.08	In Med	In Med	In Med	13.20	27.82	1,292.85	5,852.73	
Market Adjusted Sunnyvale Total Compensation			4,997	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	685.68	626.08	In Med	In Med	In Med	14.40	30.48	1,356.64	6,353.24	
Final Sunnyvale Total Compensation		7/1/01	4,963	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	681.07	626.08	In Med	In Med	In Med	14.40	30.27	1,351.82	6,314.80	

0.00

Market Average Total Compensation:				6,218.00
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)				6,290.34
Sunnyvale Total Compensation (Current):				5,852.73
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):				1%
Market Average Total Compensation + % Adjustment:				6,353.24
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:				500.52
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:				9.58%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):				-0.74%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:				8.84%
Current Annual Salary:	54,718.56	Final Annual Salary:	59,555.68	Difference: 4,837.12
Current Monthly Salary:	4,559.88	Final Monthly Salary:	4,962.97	Difference: 403.09
Current Hourly Salary:	26.3070	Final Hourly Salary:	28.6325	Difference: 2.3255

Notes:

Santa Clara - A title change from Equipment Mechanic/Technician.

HAZARDOUS MATERIALS INSPECTOR

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: HAZARDOUS MATERIALS INSPECTOR

		SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
AGENCY	POSITION	EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Fremont	Hazardous Materials Technician	7/1/01	6,059	0.0%	6.858%	6.858%	0.0%	0.00%	6.858%	415.53	603.81	114.60	0.00	3.00	9.45	0.00	1,146.39	7,205.39	
Hayward	Hazardous Materials Investigator	10/1/00	5,311	7.0%	6.405%	13.405%	0.0%	1.58%	14.989%	796.09	525.75	103.95	18.46	3.59	8.10	0.00	1,455.94	6,766.94	
Milpitas	Hazardous Materials Inspector	1/14/01	7,506	0.0%	16.354%	16.354%	0.0%	0.00%	16.354%	1227.53	525.75	150.00	17.40	4.50	10.80	12.00	1,947.98	9,453.98	
Mountain View	Hazardous Materials Specialist	6/25/00	7,068	0.0%	16.199%	16.199%	0.0%	0.00%	16.199%	1144.95	654.47	155.50	8.08	7.45	84.82	55.13	2,110.40	9,178.40	
Palo Alto	Hazardous Materials Inspector	7/1/01	7,699	0.0%	12.115%	12.115%	0.0%	0.00%	12.115%	932.73	939.00	122.44	10.50	2.70	23.10	NP	2,030.47	9,729.47	
Santa Clara	Hazardous Materials Specialist	12/24/00	10,355	0.0%	16.393%	16.393%	0.0%	0.00%	16.393%	1697.50	16.08	81.00	NP	5.50	15.60	NP	1,815.68	12,170.68	
Market Average Salary:			<u>7,333</u>														Market Average Total Compensation:	<u>9,084.14</u>	
Sunnyvale Total Compensation (Current)		6/25/00	6,715	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	921.54	626.08	In Med	In Med	In Med	19.44	40.96	1,608.02	8,323.30	
Market Adjusted Sunnyvale Total Compensation			7,867	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	1079.54	626.08	In Med	In Med	In Med	22.80	47.99	1,776.41	9,643.06	
Final Sunnyvale Total Compensation		7/1/01	7,817	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	1072.76	626.08	In Med	In Med	In Med	22.56	47.69	1,769.09	9,586.34	

0.00

Market Average Total Compensation:	9,084.14
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	9,547.58
Sunnyvale Total Compensation (Current):	8,323.30
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%
Market Average Total Compensation + % Adjustment:	9,643.06
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	1,319.76
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	17.15%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	16.41%
Current Annual Salary:	80,583.36
Final Annual Salary:	93,807.09
Difference:	13,223.73
Current Monthly Salary:	6,715.28
Final Monthly Salary:	7,817.26
Difference:	1,101.98
Current Hourly Salary:	38.7420
Final Hourly Salary:	45.0996
Difference:	6.3576

Note:
Palo Alto , Milpitas, and Mountain View - Classes are under PERS Safety retirement.

LEISURE SERVICES COORDINATOR I

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: LEISURE SERVICES COORDINATOR I

		SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):								
AGENCY	POSITION	EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	TOTAL	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$								COMP.	
Fremont	Senior Recreation Leader	7/1/01	4,645	0.0%	6.858%	6.858%	0.0%	0.00%	6.858%	318.55	603.81	114.60	0.00	3.00	9.45	0.00	1,049.41	5,694.41	
Milpitas	Program Coordinator	7/2/00	5,144	0.0%	6.542%	6.542%	0.0%	1.46%	8.002%	411.62	525.75	125.00	17.40	4.50	10.80	13.00	1,108.07	6,252.07	
Mountain View	Recreation Coordinator	6/25/00	4,418	0.0%	6.463%	6.463%	0.0%	0.00%	6.463%	285.54	654.47	155.50	8.08	7.45	53.02	34.46	1,198.52	5,616.52	
Palo Alto	Coordinator, Recreation Programs	5/1/01	4,245	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	614.51	939.00	122.44	10.50	2.70	12.74	11.17	1,713.06	5,958.06	
Richmond	Recreation Program Coordinator	1/1/01	3,903	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	598.10	558.08	82.47	15.74	3.00	10.20	60.11	1,327.70	5,230.70 Low	
Santa Clara	Recreation Coordinator	12/24/00	5,633	0.0%	6.526%	6.526%	6.2%	0.00%	12.726%	716.86	462.63	60.45	NP	5.50	5.85	40.95	1,292.24	6,925.24	
San Mateo	Community Services Supervisor	9/3/00	4,508	7.0%	6.606%	13.606%	6.2%	0.00%	19.806%	892.85	530.00	80.63	18.43	3.00	12.50	15.78	1,553.19	6,061.19	
Market Average Salary:			4,642														Market Average Total Compensation:	5,962.60	
Sunnyvale Total Compensation (Current)		6/25/00	4,089	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	561.17	626.08	In Med	In Med	In Med	12.00	24.94	1,224.19	5,313.44	
Market Adjusted Sunnyvale Total Compensation			4,815	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	660.80	626.08	In Med	In Med	In Med	13.92	29.37	1,330.17	6,145.43	
Final Sunnyvale Total Compensation			4,785	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	656.62	626.08	In Med	In Med	In Med	13.92	29.19	1,325.81	6,110.64	

(0.00)

Market Average Total Compensation:	5,962.60
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	6,084.58
Sunnyvale Total Compensation (Current):	5,313.44
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%
Market Average Total Compensation + % Adjustment:	6,145.43
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	831.99
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	17.75%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	17.01%
Current Annual Salary:	49,070.94
Final Annual Salary:	57,417.91
Difference:	8,346.97
Current Monthly Salary:	4,089.25
Final Monthly Salary:	4,784.83
Difference:	695.58
Current Hourly Salary:	23.5918
Final Hourly Salary:	27.6048
Difference:	4.0130

Note: Santa Clara - Recreation Coordinator was included as a match for the July 2001 survey.

LIBRARIAN

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: LIBRARIAN

AGENCY	POSITION	SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
		EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Alameda	Senior Librarian	4/1/01	4,323	0.0%	8.305%	8.305%	0.0%	0.00%	8.305%	359.03	613.83	In Med	NP	3.75	In Med	14.75	991.36	5,314.36 Low	
Mountain View	Librarian II	6/25/00	4,761	0.0%	6.463%	6.463%	0.0%	0.00%	6.463%	307.70	654.47	155.50	8.08	7.45	57.13	37.14	1,227.47	5,988.47	
Palo Alto	Senior Librarian	5/1/01	4,763	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	689.49	939.00	122.44	10.50	2.70	14.29	11.17	1,789.59	6,552.59	
Richmond	Librarian II	1/1/01	4,527	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	693.72	558.08	82.47	15.74	3.00	10.20	69.72	1,432.93	5,959.93	
San Leandro	Librarian	3/1/01	4,520	7.0%	7.019%	14.019%	6.2%	0.00%	20.219%	913.90	596.62	In Med	NP	3.62	8.80	14.01	1,536.95	6,056.95	
San Mateo	Librarian II	1/21/01	4,313	7.0%	6.606%	13.606%	6.2%	0.00%	19.806%	854.23	580.84	17.08	26.85	3.00	6.50	15.10	1,503.60	5,816.60	
Santa Clara	Librarian II	12/24/00	6,061	0.0%	6.526%	6.526%	6.2%	0.00%	12.726%	771.32	462.63	60.45	NP	5.50	5.85	40.95	1,346.70	7,407.70	
Market Average Salary:			4,753															Market Average Total Compensation: 6,156.66	
Sunnyvale Total Compensation (Current)		6/25/00	4,571	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	627.21	626.08	In Med	In Med	In Med	13.20	27.88	1,294.37	5,864.88	
Market Adjusted Sunnyvale Total Compensation			5,002	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	686.47	626.08	In Med	In Med	In Med	14.64	30.51	1,357.70	6,360.01	
Final Sunnyvale Total Compensation		7/1/01	4,969	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	681.84	626.08	In Med	In Med	In Med	14.40	30.31	1,352.63	6,321.23	

(0.00)

Market Average Total Compensation:	6,156.66	
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	6,297.04	
Sunnyvale Total Compensation (Current):	5,864.88	
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%	
Market Average Total Compensation + % Adjustment:	6,360.01	
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	495.14	
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	9.45%	
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%	
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	8.71%	
Current Annual Salary: 54,846.06	Final Annual Salary: 59,623.16	Difference: 4,777.09
Current Monthly Salary: 4,570.51	Final Monthly Salary: 4,968.60	Difference: 398.09
Current Hourly Salary: 26.3683	Final Hourly Salary: 28.6650	Difference: 2.2967

SENIOR PROGRAMMER ANALYST

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: SENIOR PROGRAMMER ANALYST

AGENCY	POSITION AGENCY	SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
		EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Fremont	Senior Programmer Analyst	7/1/01	7,713	0.0%	6.858%	6.858%	0.0%	0.00%	6.858%	528.96	650.00	In Med	In Med	3.00	21.00	0.00	1,202.96	8,915.96	
Milpitas	Systems Administrator	7/2/01	7,334	0.0%	6.542%	6.542%	0.0%	1.02%	7.562%	554.60	525.75	125.00	17.40	4.50	10.80	13.00	1,251.05	8,585.05	
Palo Alto	Technologist	5/1/01	6,451	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	933.85	939.00	122.44	10.50	2.70	17.93	11.17	2,037.59	8,488.59	
Market Average Salary:			7,166														Market Average Total Compensation:	8,663.20	
Sunnyvale Total Compensation (Current)		6/25/00	6,733	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	923.97	626.08	In Med	In Med	In Med	19.44	41.07	1,610.56	8,343.55	
Market Adjusted Sunnyvale Total Compensation			7,087	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	972.59	626.08	In Med	In Med	In Med	20.64	43.23	1,662.54	8,749.83	
Final Sunnyvale Total Compensation		7/1/01	7,037	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	965.75	626.08	In Med	In Med	In Med	20.40	42.93	1,655.16	8,692.62	

(0.00)

Market Average Total Compensation:	8,663.20	
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	8,663.20	
Sunnyvale Total Compensation (Current):	8,343.55	
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%	
Market Average Total Compensation + % Adjustment:	8,749.83	
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	406.27	
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	5.26%	
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%	
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	4.52%	
Current Annual Salary: 80,795.94	Final Annual Salary: 84,448.00	Difference: 3,652.06
Current Monthly Salary: 6,732.99	Final Monthly Salary: 7,037.33	Difference: 304.34
Current Hourly Salary: 38.8442	Final Hourly Salary: 40.6000	Difference: 1.7558

Note:
Richmond and Sunnyvale - Any combination of education and experience equivalent to a Bachelor's Degree.
San Mateo - Training equivalent to a Bachelor's Degree plus one year of experience.

Note:
The parties have agreed that the Programmer Analyst is no longer an appropriate benchmark as this is an entry-level classification with few agencies having comparable matches.
The appropriate benchmark is the journey-level classification of Senior Programmer Analyst.
For the July 2001 survey, the three agencies previously identified in the 1997 study as having comparable Information Technology infrastructures to that of Sunnyvale are utilized.
Matches are to the journey-level classification in the respective agency.

STAFF OFFICE ASSISTANT

		SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
AGENCY	POSITION	EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Alameda	Inter Typist Clerk	4/1/01	2,982	0.0%	8.305%	8.305%	0.0%	0.00%	8.305%	247.66	613.83	In Med	NP	3.75	In Med	14.75	879.99	3,861.99 Low	
Hayward	Administrative Clerk II	4/23/01	3,122	7.0%	6.405%	13.405%	0.0%	2.70%	16.100%	502.65	939.00	103.95	16.05	3.59	4.05	NP	1,569.29	4,691.29	
Milpitas	Office Assistant II	7/2/00	3,790	0.0%	6.542%	6.542%	0.0%	1.98%	8.522%	322.98	525.75	125.00	17.40	4.50	10.80	13.00	1,019.43	4,809.43	
Mountain View	Office Assistant II	6/24/01	3,607	0.0%	6.463%	6.463%	0.0%	0.00%	6.463%	233.12	773.17	147.18	8.08	7.45	43.28	28.14	1,240.42	4,847.42	
Palo Alto	Office Assistant	5/1/01	3,423	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	495.51	939.00	122.44	10.50	2.70	10.27	11.17	1,591.59	5,014.59	
Richmond	Office Assistant II	1/1/01	3,294	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	504.77	558.08	82.47	15.74	3.00	10.20	50.73	1,224.99	4,518.99	
San Leandro	Typist Clerk	3/1/01	3,156	7.0%	7.019%	14.019%	6.2%	0.00%	20.219%	638.11	596.62	In Med	NP	3.62	8.80	9.78	1,256.93	4,412.93	
San Mateo	Administrative Clerk II	9/3/00	3,170	7.0%	6.606%	13.606%	6.2%	0.00%	19.806%	627.85	530.00	80.63	18.43	3.00	12.50	11.09	1,283.50	4,453.50	
Santa Clara	Typist Clerk II	12/24/00	4,536	0.0%	6.526%	6.526%	6.2%	0.00%	12.726%	577.25	462.63	60.45	NP	5.50	5.85	40.95	1,152.63	5,688.63	
Market Average Salary:			3,453														Market Average Total Compensation: 4,699.86		
Sunnyvale Total Compensation (Current)		6/25/00	3,353	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	460.12	626.08	In Med	In Med	In Med	9.84	20.45	1,116.49	4,469.40	
Market Adjusted Sunnyvale Total Compensation			3,771	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	517.51	626.08	In Med	In Med	In Med	11.04	23.00	1,177.63	4,948.74	
Final Sunnyvale Total Compensation		7/1/01	3,746	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	514.09	626.08	In Med	In Med	In Med	10.80	22.85	1,173.82	4,920.03	

0.00	Market Average Total Compensation:	4,699.86
	Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	4,804.60
	Sunnyvale Total Compensation (Current):	4,469.40
	Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04): *	3%
	Market Average Total Compensation + % Adjustment:	4,948.74
	Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	479.34
	% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	12.47%
	Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%
	Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	11.73%
	Current Annual Salary:	40,234.90
	Final Annual Salary:	44,954.45
	Difference:	4,719.55
	Current Monthly Salary:	3,352.91
	Final Monthly Salary:	3,746.20
	Difference:	393.30
	Current Hourly Salary:	19.3437
	Final Hourly Salary:	21.6127
	Difference:	2.2690

Note:
Fremont - Clerical classifications have been restructured which resulted in the elimination of Typist Clerk II class reported in the 7/2000 survey. Details are not available.
* MOU specifically calls for an additional 2% equity adjustment.

UTILITY WORKER

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: UTILITY WORKER

AGENCY	POSITION	SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):						SUB-TOTAL		TOTAL
		EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	BENEFITS	COMP.	
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$									
Alameda	Public Works Maintenance Worker II	4/1/01	3,916	0.0%	8.305%	8.305%	0.0%	0.00%	8.305%	325.22	613.83	In Med	NP	3.75	In Med	14.75	957.55	4,873.55	
Hayward	Maintenance Worker	4/23/01	3,789	7.0%	6.405%	13.405%	0.0%	2.22%	15.626%	592.07	939.00	103.95	16.05	3.59	4.05	NP	1,658.71	5,447.71	
Milpitas	Maintenance Worker II	7/1/01	4,467	0.0%	6.542%	6.542%	0.0%	0.00%	6.542%	292.23	506.87	125.00	NP	4.50	10.80	17.50	956.90	5,423.90	
Mountain View	Street Maintenance Worker II	6/24/01	4,370	0.0%	6.463%	6.463%	0.0%	0.00%	6.463%	282.43	773.17	147.18	8.08	7.45	52.44	34.09	1,304.84	5,674.84	
Richmond	Maintenance Worker II	1/1/01	3,562	7.0%	8.324%	15.324%	0.0%	0.00%	15.324%	545.84	558.08	82.47	15.74	3.00	10.20	54.86	1,270.19	4,832.19	
San Leandro	Street Maintenance Worker II	3/1/01	4,002	7.0%	7.019%	14.019%	6.2%	0.00%	20.219%	809.16	596.62	In Med	NP	3.62	8.80	12.41	1,430.61	5,432.61	
San Mateo	Maintenance Worker II	3/4/01	3,865	7.0%	6.606%	13.606%	6.2%	0.00%	19.806%	765.50	525.75	67.78	18.43	3.00	5.30	4.00	1,389.76	5,254.76	
Santa Clara	Street Maintenance Worker III	12/24/00	4,822	0.0%	6.526%	6.526%	6.2%	0.00%	12.726%	613.65	462.63	193.72	NP	5.50	7.80	41.40	1,324.70	6,146.70	
Market Average Salary:			4,099														Market Average Total Compensation:	5,385.78	
Sunnyvale Total Compensation (Current)		6/25/00	3,927	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	538.96	626.08	In Med	In Med	In Med	11.52	23.96	1,200.52	5,127.96	
Market Adjusted Sunnyvale Total Compensation			4,269	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	585.84	626.08	In Med	In Med	In Med	12.48	26.04	1,250.45	5,519.52	
Final Sunnyvale Total Compensation		7/1/01	4,240	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	581.86	626.08	In Med	In Med	In Med	12.24	25.86	1,246.05	5,486.11	

0.00

Market Average Total Compensation:	5,385.78	
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	5,464.87	
Sunnyvale Total Compensation (Current):	5,127.96	
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%	
Market Average Total Compensation + % Adjustment:	5,519.52	
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	391.56	
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	8.70%	
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%	
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	7.96%	
Current Annual Salary: 47,129.26	Final Annual Salary: 50,880.75	Difference: 3,751.49
Current Monthly Salary: 3,927.44	Final Monthly Salary: 4,240.06	Difference: 312.62
Current Hourly Salary: 22.6583	Final Hourly Salary: 24.4619	Difference: 1.8036

Note:

Santa Clara - The class of Street Maintenance Worker that was reported in the 7/2000 survey has been reclassified to Street Maintenance Worker I/II/III/IV; July 2001 matched at the Level III.

WATER POLLUTION CONTROL OPERATOR

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: WATER POLLUTION CONTROL OPERATOR

		SALARY	TOP STEP	CITY-PAID	NORMAL	TOTAL	SOCIAL	CITY CONTR	TOTAL	TOTAL	MAXIMUM AGENCY CONTRIBUTION (monthly):							
AGENCY	POSITION	EFFECTIVE	BASE	EMPLOYEE	COST	PERS	SECURITY	DEFERRED	RETIREMENT	RETIREMENT	MEDICAL	DENTAL	VISION	EAP	LIFE	LTD	SUB-TOTAL	TOTAL
		DATE	SALARY	PERS	FY 2001/02	%	ER % PAID	COMP. %	CONTRIB. %	PAID \$							BENEFITS	COMP.
Palo Alto	Water Quality Control Plant Operator II	5/1/01	4,761	7.0%	7.476%	14.476%	0.0%	0.00%	14.476%	689.20	939.00	122.44	10.50	2.70	14.28	11.17	1,789.29	6,550.29
San Leandro	Plant Operator (Journey)	3/1/01	4,712	7.0%	7.019%	14.019%	6.2%	0.00%	20.219%	952.72	596.62	In Med	NP	3.62	8.80	14.61	1,576.37	6,288.37
Hayward	Water Pollution Control Facility Operator	4/23/01	4,366	7.0%	6.405%	13.405%	0.0%	1.93%	15.332%	669.41	939.00	103.95	16.05	3.59	8.10	0.00	1,740.10	6,106.10
South Bay Systems Authority	Operator	12/24/00	4,431	0.0%	6.215%	6.215%	0.0%	0.00%	6.215%	275.39	525.75	112.50	11.25	6.17	22.50	72.67	1,026.23	5,457.23 Low
San Jose	Plant Operator	4/29/01	4,917	0.0%	11.070%	11.070%	0.0%	0.00%	11.070%	544.31	428.69	100.17	11.50	3.72	6.42	0.00	1,094.81	6,011.81
Dublin/San Ramon Services District	Wastewater Treatment Plant Operator II	1/1/01	4,808	7.0%	6.426%	13.426%	9.3%	0.00%	22.726%	1092.67	939.00	138.29	28.96	8.53	39.40	37.89	2,284.74	7,092.74
Union Sanitary District	Plant Operator II	3/1/01	4,824	7.0%	6.108%	13.108%	0.0%	0.00%	13.108%	632.33	670.00	In Med	In Med	n.a.	7.25	79.60	1,389.18	6,213.18
Market Average Salary:			4,688														Market Average Total Compensation: 6,245.67	
Sunnyvale Total Compensation (Current)		6/25/00	4,651	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	638.31	626.08	In Med	In Med	In Med	13.44	28.37	1,306.21	5,957.62
Market Adjusted Sunnyvale Total Compensation			5,073	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	696.17	626.08	In Med	In Med	In Med	14.64	30.95	1,367.84	6,440.85
Final Sunnyvale Total Compensation		7/1/01	5,038	7.0%	6.723%	13.723%	0.0%	0.00%	13.723%	691.42	626.08	In Med	In Med	In Med	14.64	30.73	1,362.88	6,401.29

0.00

Market Average Total Compensation:	6,245.67
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	6,377.08
Sunnyvale Total Compensation (Current):	5,957.62
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	1%
Market Average Total Compensation + % Adjustment:	6,440.85
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	483.23
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensation:	9.06%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.74%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	8.32%
Current Annual Salary:	55,817.01
Final Annual Salary:	60,460.98
Difference:	4,643.98
Current Monthly Salary:	4,651.42
Final Monthly Salary:	5,038.42
Difference:	387.00
Current Hourly Salary:	26.8351
Final Hourly Salary:	29.0678
Difference:	2.2327

Notes:
Dublin/San Ramon Services District - The District also pays 50% of the employee's share of Social Security.
San Jose - The EAP, Dental and LTD rates are effective 7/2000, pending a response from the City.
South Bay Systems Authority - The salary reported in the 7/2000 survey was the 12/24/00 salary of \$4431 instead of \$4302 effective 12/24/99.